

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	1	Annual	\$22,356.00	\$22,898.00	\$23,437.00	\$23,971.00	\$24,507.00	\$25,047.00	\$25,589.00	\$26,292.00	\$26,995.00	\$27,719.00	\$28,463.00
		Bi-Wk	\$856.56	\$877.32	\$897.97	\$918.43	\$938.97	\$959.66	\$980.43	\$1,007.36	\$1,034.30	\$1,062.04	\$1,090.54
		Daily	\$85.66	\$87.74	\$89.80	\$91.85	\$93.90	\$95.97	\$98.05	\$100.74	\$103.43	\$106.21	\$109.06
		Hourly	\$10.71	\$10.97	\$11.23	\$11.49	\$11.74	\$12.00	\$12.26	\$12.60	\$12.93	\$13.28	\$13.64
FK	2	Annual	\$23,437.00	\$23,971.00	\$24,507.00	\$25,047.00	\$25,589.00	\$26,122.00	\$26,659.00	\$27,394.00	\$28,125.00	\$28,879.00	\$29,655.00
		Bi-Wk	\$897.97	\$918.43	\$938.97	\$959.66	\$980.43	\$1,000.85	\$1,021.42	\$1,049.58	\$1,077.59	\$1,106.48	\$1,136.21
		Daily	\$89.80	\$91.85	\$93.90	\$95.97	\$98.05	\$100.09	\$102.15	\$104.96	\$107.76	\$110.65	\$113.63
		Hourly	\$11.23	\$11.49	\$11.74	\$12.00	\$12.26	\$12.52	\$12.77	\$13.12	\$13.47	\$13.84	\$14.21
FK	3	Annual	\$23,971.00	\$24,507.00	\$25,047.00	\$25,589.00	\$26,122.00	\$26,659.00	\$27,196.00	\$27,944.00	\$28,694.00	\$29,464.00	\$30,258.00
		Bi-Wk	\$918.43	\$938.97	\$959.66	\$980.43	\$1,000.85	\$1,021.42	\$1,042.00	\$1,070.66	\$1,099.39	\$1,128.89	\$1,159.32
		Daily	\$91.85	\$93.90	\$95.97	\$98.05	\$100.09	\$102.15	\$104.20	\$107.07	\$109.94	\$112.89	\$115.94
		Hourly	\$11.49	\$11.74	\$12.00	\$12.26	\$12.52	\$12.77	\$13.03	\$13.39	\$13.75	\$14.12	\$14.50
FK	4	Annual	\$24,735.00	\$25,391.00	\$26,045.00	\$26,698.00	\$27,356.00	\$28,003.00	\$28,658.00	\$29,447.00	\$30,234.00	\$31,043.00	\$31,874.00
		Bi-Wk	\$947.71	\$972.84	\$997.90	\$1,022.92	\$1,048.13	\$1,072.92	\$1,098.01	\$1,128.24	\$1,158.40	\$1,189.39	\$1,221.23
		Daily	\$94.78	\$97.29	\$99.79	\$102.30	\$104.82	\$107.30	\$109.81	\$112.83	\$115.84	\$118.94	\$122.13
		Hourly	\$11.85	\$12.17	\$12.48	\$12.79	\$13.11	\$13.42	\$13.73	\$14.11	\$14.48	\$14.87	\$15.27
FK	5	Annual	\$25,351.00	\$26,045.00	\$26,734.00	\$27,421.00	\$28,110.00	\$28,805.00	\$29,494.00	\$30,304.00	\$31,116.00	\$31,950.00	\$32,806.00
		Bi-Wk	\$971.31	\$997.90	\$1,024.30	\$1,050.62	\$1,077.02	\$1,103.64	\$1,130.04	\$1,161.08	\$1,192.19	\$1,224.14	\$1,256.94
		Daily	\$97.14	\$99.79	\$102.43	\$105.07	\$107.71	\$110.37	\$113.01	\$116.11	\$119.22	\$122.42	\$125.70
		Hourly	\$12.15	\$12.48	\$12.81	\$13.14	\$13.47	\$13.80	\$14.13	\$14.52	\$14.91	\$15.31	\$15.72
FK	6	Annual	\$26,199.00	\$26,894.00	\$27,584.00	\$28,274.00	\$28,962.00	\$29,651.00	\$30,340.00	\$31,174.00	\$32,007.00	\$32,862.00	\$33,740.00
		Bi-Wk	\$1,003.80	\$1,030.43	\$1,056.86	\$1,083.30	\$1,109.66	\$1,136.06	\$1,162.46	\$1,194.41	\$1,226.33	\$1,259.09	\$1,292.73
		Daily	\$100.38	\$103.05	\$105.69	\$108.33	\$110.97	\$113.61	\$116.25	\$119.45	\$122.64	\$125.91	\$129.28
		Hourly	\$12.55	\$12.89	\$13.22	\$13.55	\$13.88	\$14.21	\$14.54	\$14.94	\$15.33	\$15.74	\$16.16
FK	7	Annual	\$26,965.00	\$27,653.00	\$28,351.00	\$29,038.00	\$29,724.00	\$30,414.00	\$31,103.00	\$31,958.00	\$32,811.00	\$33,688.00	\$34,590.00
		Bi-Wk	\$1,033.15	\$1,059.51	\$1,086.25	\$1,112.57	\$1,138.86	\$1,165.29	\$1,191.69	\$1,224.45	\$1,257.13	\$1,290.73	\$1,325.29
		Daily	\$103.32	\$105.96	\$108.63	\$111.26	\$113.89	\$116.53	\$119.17	\$122.45	\$125.72	\$129.08	\$132.53
		Hourly	\$12.92	\$13.25	\$13.58	\$13.91	\$14.24	\$14.57	\$14.90	\$15.31	\$15.72	\$16.14	\$16.57
FK	8	Annual	\$28,962.00	\$29,805.00	\$30,652.00	\$31,494.00	\$32,346.00	\$33,186.00	\$34,034.00	\$34,967.00	\$35,903.00	\$36,868.00	\$37,858.00
		Bi-Wk	\$1,109.66	\$1,141.96	\$1,174.41	\$1,206.67	\$1,239.32	\$1,271.50	\$1,303.99	\$1,339.74	\$1,375.60	\$1,412.57	\$1,450.50
		Daily	\$110.97	\$114.20	\$117.45	\$120.67	\$123.94	\$127.15	\$130.40	\$133.98	\$137.56	\$141.26	\$145.05
		Hourly	\$13.88	\$14.28	\$14.69	\$15.09	\$15.50	\$15.90	\$16.30	\$16.75	\$17.20	\$17.66	\$18.14

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	9	Annual	\$29,843.00	\$30,723.00	\$31,602.00	\$32,490.00	\$33,370.00	\$34,246.00	\$35,134.00	\$36,098.00	\$37,064.00	\$38,058.00	\$39,078.00
		Bi-Wk	\$1,143.41	\$1,177.13	\$1,210.81	\$1,244.83	\$1,278.55	\$1,312.11	\$1,346.14	\$1,383.07	\$1,420.08	\$1,458.17	\$1,497.25
		Daily	\$114.35	\$117.72	\$121.09	\$124.49	\$127.86	\$131.22	\$134.62	\$138.31	\$142.01	\$145.82	\$149.73
		Hourly	\$14.30	\$14.72	\$15.14	\$15.57	\$15.99	\$16.41	\$16.83	\$17.29	\$17.76	\$18.23	\$18.72

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	10	Annual	\$30,791.00	\$31,714.00	\$32,634.00	\$33,565.00	\$34,482.00	\$35,419.00	\$36,389.00	\$37,388.00	\$38,390.00	\$39,419.00	\$40,476.00
		Bi-Wk	\$1,179.74	\$1,215.10	\$1,250.35	\$1,286.02	\$1,321.15	\$1,357.05	\$1,394.22	\$1,432.50	\$1,470.89	\$1,510.31	\$1,550.81
		Daily	\$117.98	\$121.51	\$125.04	\$128.61	\$132.12	\$135.71	\$139.43	\$143.25	\$147.09	\$151.04	\$155.09
		Hourly	\$14.75	\$15.19	\$15.63	\$16.08	\$16.52	\$16.97	\$17.43	\$17.91	\$18.39	\$18.88	\$19.39
FK	11	Annual	\$31,758.00	\$32,718.00	\$33,687.00	\$34,645.00	\$35,632.00	\$36,638.00	\$37,650.00	\$38,684.00	\$39,718.00	\$40,781.00	\$41,874.00
		Bi-Wk	\$1,216.79	\$1,253.57	\$1,290.69	\$1,327.40	\$1,365.22	\$1,403.76	\$1,442.53	\$1,482.15	\$1,521.77	\$1,562.50	\$1,604.37
		Daily	\$121.68	\$125.36	\$129.07	\$132.74	\$136.53	\$140.38	\$144.26	\$148.22	\$152.18	\$156.25	\$160.44
		Hourly	\$15.21	\$15.67	\$16.14	\$16.60	\$17.07	\$17.55	\$18.04	\$18.53	\$19.03	\$19.54	\$20.06
FK	12	Annual	\$32,781.00	\$33,789.00	\$34,783.00	\$35,816.00	\$36,856.00	\$37,915.00	\$38,962.00	\$40,034.00	\$41,103.00	\$42,203.00	\$43,332.00
		Bi-Wk	\$1,255.98	\$1,294.60	\$1,332.69	\$1,372.27	\$1,412.11	\$1,452.69	\$1,492.80	\$1,533.87	\$1,574.83	\$1,616.98	\$1,660.23
		Daily	\$125.60	\$129.46	\$133.27	\$137.23	\$141.22	\$145.27	\$149.28	\$153.39	\$157.49	\$161.70	\$166.03
		Hourly	\$15.70	\$16.19	\$16.66	\$17.16	\$17.66	\$18.16	\$18.66	\$19.18	\$19.69	\$20.22	\$20.76
FK	13	Annual	\$34,614.00	\$35,885.00	\$37,157.00	\$38,438.00	\$39,717.00	\$40,994.00	\$42,277.00	\$43,437.00	\$44,600.00	\$45,795.00	\$47,021.00
		Bi-Wk	\$1,326.21	\$1,374.91	\$1,423.64	\$1,472.73	\$1,521.73	\$1,570.66	\$1,619.81	\$1,664.26	\$1,708.82	\$1,754.60	\$1,801.58
		Daily	\$132.63	\$137.50	\$142.37	\$147.28	\$152.18	\$157.07	\$161.99	\$166.43	\$170.89	\$175.46	\$180.16
		Hourly	\$16.58	\$17.19	\$17.80	\$18.41	\$19.03	\$19.64	\$20.25	\$20.81	\$21.37	\$21.94	\$22.52
FK	14	Annual	\$36,221.00	\$37,547.00	\$38,868.00	\$40,184.00	\$41,502.00	\$42,822.00	\$44,142.00	\$45,354.00	\$46,571.00	\$47,821.00	\$49,106.00
		Bi-Wk	\$1,387.78	\$1,438.59	\$1,489.20	\$1,539.62	\$1,590.12	\$1,640.69	\$1,691.27	\$1,737.71	\$1,784.33	\$1,832.23	\$1,881.46
		Daily	\$138.78	\$143.86	\$148.92	\$153.97	\$159.02	\$164.07	\$169.13	\$173.78	\$178.44	\$183.23	\$188.15
		Hourly	\$17.35	\$17.99	\$18.62	\$19.25	\$19.88	\$20.51	\$21.15	\$21.73	\$22.31	\$22.91	\$23.52
FK	15	Annual	\$37,952.00	\$39,308.00	\$40,667.00	\$42,021.00	\$43,384.00	\$44,750.00	\$46,101.00	\$47,371.00	\$48,639.00	\$49,942.00	\$51,280.00
		Bi-Wk	\$1,454.10	\$1,506.06	\$1,558.13	\$1,610.00	\$1,662.23	\$1,714.56	\$1,766.33	\$1,814.99	\$1,863.57	\$1,913.49	\$1,964.76
		Daily	\$145.41	\$150.61	\$155.82	\$161.00	\$166.23	\$171.46	\$176.64	\$181.50	\$186.36	\$191.35	\$196.48
		Hourly	\$18.18	\$18.83	\$19.48	\$20.13	\$20.78	\$21.44	\$22.08	\$22.69	\$23.30	\$23.92	\$24.56
FK	16	Annual	\$39,783.00	\$41,181.00	\$42,583.00	\$43,982.00	\$45,380.00	\$46,782.00	\$48,175.00	\$49,499.00	\$50,826.00	\$52,187.00	\$53,587.00
		Bi-Wk	\$1,524.26	\$1,577.82	\$1,631.54	\$1,685.14	\$1,738.70	\$1,792.42	\$1,845.79	\$1,896.52	\$1,947.36	\$1,999.51	\$2,053.15
		Daily	\$152.43	\$157.79	\$163.16	\$168.52	\$173.87	\$179.25	\$184.58	\$189.66	\$194.74	\$199.96	\$205.32
		Hourly	\$19.06	\$19.73	\$20.40	\$21.07	\$21.74	\$22.41	\$23.08	\$23.71	\$24.35	\$25.00	\$25.67
FK	17	Annual	\$41,738.00	\$43,183.00	\$44,621.00	\$46,060.00	\$47,499.00	\$48,935.00	\$50,374.00	\$51,759.00	\$53,146.00	\$54,570.00	\$56,032.00
		Bi-Wk	\$1,599.16	\$1,654.53	\$1,709.62	\$1,764.76	\$1,819.89	\$1,874.91	\$1,930.04	\$1,983.11	\$2,036.25	\$2,090.81	\$2,146.82
		Daily	\$159.92	\$165.46	\$170.97	\$176.48	\$181.99	\$187.50	\$193.01	\$198.32	\$203.63	\$209.09	\$214.69
		Hourly	\$19.99	\$20.69	\$21.38	\$22.06	\$22.75	\$23.44	\$24.13	\$24.79	\$25.46	\$26.14	\$26.84

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	18	Annual	\$43,835.00	\$45,303.00	\$46,782.00	\$48,254.00	\$49,728.00	\$51,208.00	\$52,679.00	\$54,128.00	\$55,579.00	\$57,069.00	\$58,599.00
		Bi-Wk	\$1,679.51	\$1,735.75	\$1,792.42	\$1,848.82	\$1,905.29	\$1,962.00	\$2,018.36	\$2,073.87	\$2,129.47	\$2,186.56	\$2,245.18
		Daily	\$167.96	\$173.58	\$179.25	\$184.89	\$190.53	\$196.20	\$201.84	\$207.39	\$212.95	\$218.66	\$224.52
		Hourly	\$21.00	\$21.70	\$22.41	\$23.12	\$23.82	\$24.53	\$25.23	\$25.93	\$26.62	\$27.34	\$28.07

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	19	Annual	\$45,972.00	\$47,499.00	\$49,014.00	\$50,536.00	\$52,050.00	\$53,572.00	\$55,085.00	\$56,600.00	\$58,115.00	\$59,669.00	\$61,267.00
		Bi-Wk	\$1,761.38	\$1,819.89	\$1,877.94	\$1,936.25	\$1,994.26	\$2,052.57	\$2,110.54	\$2,168.59	\$2,226.63	\$2,286.17	\$2,347.40
		Daily	\$176.14	\$181.99	\$187.80	\$193.63	\$199.43	\$205.26	\$211.06	\$216.86	\$222.67	\$228.62	\$234.74
		Hourly	\$22.02	\$22.75	\$23.48	\$24.21	\$24.93	\$25.66	\$26.39	\$27.11	\$27.84	\$28.58	\$29.35
FK	20	Annual	\$48,301.00	\$49,855.00	\$51,413.00	\$52,962.00	\$54,519.00	\$56,074.00	\$57,634.00	\$59,216.00	\$60,800.00	\$62,428.00	\$64,101.00
		Bi-Wk	\$1,850.62	\$1,910.16	\$1,969.85	\$2,029.20	\$2,088.86	\$2,148.43	\$2,208.20	\$2,268.82	\$2,329.51	\$2,391.88	\$2,455.98
		Daily	\$185.07	\$191.02	\$196.99	\$202.92	\$208.89	\$214.85	\$220.82	\$226.89	\$232.96	\$239.19	\$245.60
		Hourly	\$23.14	\$23.88	\$24.63	\$25.37	\$26.12	\$26.86	\$27.61	\$28.37	\$29.12	\$29.90	\$30.70
FK	21	Annual	\$50,671.00	\$52,274.00	\$53,868.00	\$55,469.00	\$57,067.00	\$58,659.00	\$60,259.00	\$61,915.00	\$63,573.00	\$65,274.00	\$67,021.00
		Bi-Wk	\$1,941.42	\$2,002.84	\$2,063.91	\$2,125.25	\$2,186.48	\$2,247.48	\$2,308.78	\$2,372.23	\$2,435.75	\$2,500.92	\$2,567.86
		Daily	\$194.15	\$200.29	\$206.40	\$212.53	\$218.65	\$224.75	\$230.88	\$237.23	\$243.58	\$250.10	\$256.79
		Hourly	\$24.27	\$25.04	\$25.80	\$26.57	\$27.34	\$28.10	\$28.86	\$29.66	\$30.45	\$31.27	\$32.10
FK	22	Annual	\$52,050.00	\$53,946.00	\$55,844.00	\$57,736.00	\$59,639.00	\$61,532.00	\$63,428.00	\$65,172.00	\$66,917.00	\$68,709.00	\$70,548.00
		Bi-Wk	\$1,994.26	\$2,066.90	\$2,139.62	\$2,212.11	\$2,285.02	\$2,357.55	\$2,430.20	\$2,497.02	\$2,563.87	\$2,632.53	\$2,702.99
		Daily	\$199.43	\$206.69	\$213.97	\$221.22	\$228.51	\$235.76	\$243.02	\$249.71	\$256.39	\$263.26	\$270.30
		Hourly	\$24.93	\$25.84	\$26.75	\$27.66	\$28.57	\$29.47	\$30.38	\$31.22	\$32.05	\$32.91	\$33.79
FK	23	Annual	\$54,500.00	\$56,480.00	\$58,451.00	\$60,429.00	\$62,404.00	\$64,380.00	\$66,358.00	\$68,182.00	\$70,007.00	\$71,882.00	\$73,807.00
		Bi-Wk	\$2,088.13	\$2,163.99	\$2,239.51	\$2,315.29	\$2,390.96	\$2,466.67	\$2,542.46	\$2,612.34	\$2,682.27	\$2,754.10	\$2,827.86
		Daily	\$208.82	\$216.40	\$223.96	\$231.53	\$239.10	\$246.67	\$254.25	\$261.24	\$268.23	\$275.41	\$282.79
		Hourly	\$26.11	\$27.05	\$28.00	\$28.95	\$29.89	\$30.84	\$31.79	\$32.66	\$33.53	\$34.43	\$35.35
FK	24	Annual	\$57,109.00	\$59,168.00	\$61,232.00	\$63,293.00	\$65,349.00	\$67,411.00	\$69,470.00	\$71,378.00	\$73,288.00	\$75,251.00	\$77,267.00
		Bi-Wk	\$2,188.09	\$2,266.98	\$2,346.06	\$2,425.02	\$2,503.80	\$2,582.80	\$2,661.69	\$2,734.79	\$2,807.97	\$2,883.19	\$2,960.43
		Daily	\$218.81	\$226.70	\$234.61	\$242.51	\$250.38	\$258.28	\$266.17	\$273.48	\$280.80	\$288.32	\$296.05
		Hourly	\$27.36	\$28.34	\$29.33	\$30.32	\$31.30	\$32.29	\$33.28	\$34.19	\$35.10	\$36.04	\$37.01
FK	25	Annual	\$59,890.00	\$62,023.00	\$64,158.00	\$66,291.00	\$68,428.00	\$70,564.00	\$72,698.00	\$74,696.00	\$76,695.00	\$78,747.00	\$80,854.00
		Bi-Wk	\$2,294.64	\$2,376.37	\$2,458.17	\$2,539.89	\$2,621.77	\$2,703.61	\$2,785.37	\$2,861.92	\$2,938.51	\$3,017.13	\$3,097.86
		Daily	\$229.47	\$237.64	\$245.82	\$253.99	\$262.18	\$270.37	\$278.54	\$286.20	\$293.86	\$301.72	\$309.79
		Hourly	\$28.69	\$29.71	\$30.73	\$31.75	\$32.78	\$33.80	\$34.82	\$35.78	\$36.74	\$37.72	\$38.73
FK	26	Annual	\$62,828.00	\$65,031.00	\$67,248.00	\$69,470.00	\$71,685.00	\$73,891.00	\$76,106.00	\$78,199.00	\$80,294.00	\$82,446.00	\$84,655.00
		Bi-Wk	\$2,407.21	\$2,491.61	\$2,576.56	\$2,661.69	\$2,746.56	\$2,831.08	\$2,915.94	\$2,996.14	\$3,076.40	\$3,158.86	\$3,243.49
		Daily	\$240.73	\$249.17	\$257.66	\$266.17	\$274.66	\$283.11	\$291.60	\$299.62	\$307.64	\$315.89	\$324.35
		Hourly	\$30.10	\$31.15	\$32.21	\$33.28	\$34.34	\$35.39	\$36.45	\$37.46	\$38.46	\$39.49	\$40.55

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	27	Annual	\$65,926.00	\$68,221.00	\$70,517.00	\$72,797.00	\$75,091.00	\$77,383.00	\$79,675.00	\$81,868.00	\$84,058.00	\$86,307.00	\$88,618.00
		Bi-Wk	\$2,525.91	\$2,613.84	\$2,701.81	\$2,789.16	\$2,877.05	\$2,964.87	\$3,052.69	\$3,136.71	\$3,220.62	\$3,306.79	\$3,395.33
		Daily	\$252.60	\$261.39	\$270.19	\$278.92	\$287.71	\$296.49	\$305.27	\$313.68	\$322.07	\$330.68	\$339.54
		Hourly	\$31.58	\$32.68	\$33.78	\$34.87	\$35.97	\$37.07	\$38.16	\$39.21	\$40.26	\$41.34	\$42.45

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	28	Annual	\$69,243.00	\$71,612.00	\$73,986.00	\$76,359.00	\$78,725.00	\$81,093.00	\$83,462.00	\$85,755.00	\$88,050.00	\$90,408.00	\$92,829.00
		Bi-Wk	\$2,652.99	\$2,743.76	\$2,834.72	\$2,925.64	\$3,016.29	\$3,107.02	\$3,197.78	\$3,285.64	\$3,373.57	\$3,463.91	\$3,556.67
		Daily	\$265.30	\$274.38	\$283.48	\$292.57	\$301.63	\$310.71	\$319.78	\$328.57	\$337.36	\$346.40	\$355.67
		Hourly	\$33.17	\$34.30	\$35.44	\$36.58	\$37.71	\$38.84	\$39.98	\$41.08	\$42.17	\$43.30	\$44.46
FK	29	Annual	\$69,909.00	\$72,517.00	\$75,134.00	\$77,748.00	\$80,357.00	\$82,968.00	\$85,579.00	\$87,931.00	\$90,286.00	\$92,704.00	\$95,188.00
		Bi-Wk	\$2,678.51	\$2,778.43	\$2,878.70	\$2,978.86	\$3,078.82	\$3,178.86	\$3,278.89	\$3,369.01	\$3,459.24	\$3,551.88	\$3,647.05
		Daily	\$267.86	\$277.85	\$287.87	\$297.89	\$307.89	\$317.89	\$327.89	\$336.91	\$345.93	\$355.19	\$364.71
		Hourly	\$33.49	\$34.74	\$35.99	\$37.24	\$38.49	\$39.74	\$40.99	\$42.12	\$43.25	\$44.40	\$45.59
FK	30	Annual	\$72,698.00	\$75,388.00	\$78,075.00	\$80,762.00	\$83,452.00	\$86,140.00	\$88,830.00	\$91,274.00	\$93,714.00	\$96,220.00	\$98,792.00
		Bi-Wk	\$2,785.37	\$2,888.43	\$2,991.38	\$3,094.33	\$3,197.40	\$3,300.39	\$3,403.45	\$3,497.09	\$3,590.58	\$3,686.60	\$3,785.14
		Daily	\$278.54	\$288.85	\$299.14	\$309.44	\$319.74	\$330.04	\$340.35	\$349.71	\$359.06	\$368.66	\$378.52
		Hourly	\$34.82	\$36.11	\$37.40	\$38.68	\$39.97	\$41.26	\$42.55	\$43.72	\$44.89	\$46.09	\$47.32
FK	31	Annual	\$78,268.00	\$81,131.00	\$83,997.00	\$86,860.00	\$89,726.00	\$92,592.00	\$95,462.00	\$98,087.00	\$100,712.00	\$103,408.00	\$106,176.00
		Bi-Wk	\$2,998.78	\$3,108.47	\$3,218.28	\$3,327.97	\$3,437.78	\$3,547.59	\$3,657.55	\$3,758.13	\$3,858.70	\$3,962.00	\$4,068.05
		Daily	\$299.88	\$310.85	\$321.83	\$332.80	\$343.78	\$354.76	\$365.76	\$375.82	\$385.87	\$396.20	\$406.81
		Hourly	\$37.49	\$38.86	\$40.23	\$41.60	\$42.98	\$44.35	\$45.72	\$46.98	\$48.24	\$49.53	\$50.86
FK	32	Annual	\$81,392.00	\$84,331.00	\$87,277.00	\$90,220.00	\$93,170.00	\$96,114.00	\$99,061.00	\$101,782.00	\$104,508.00	\$107,306.00	\$110,179.00
		Bi-Wk	\$3,118.47	\$3,231.08	\$3,343.95	\$3,456.71	\$3,569.74	\$3,682.53	\$3,795.45	\$3,899.70	\$4,004.14	\$4,111.35	\$4,221.42
		Daily	\$311.85	\$323.11	\$334.40	\$345.68	\$356.98	\$368.26	\$379.55	\$389.97	\$400.42	\$411.14	\$422.15
		Hourly	\$38.99	\$40.39	\$41.80	\$43.21	\$44.63	\$46.04	\$47.45	\$48.75	\$50.06	\$51.40	\$52.77
FK	33	Annual	\$84,654.00	\$87,680.00	\$90,707.00	\$93,736.00	\$96,756.00	\$99,787.00	\$102,816.00	\$105,645.00	\$108,472.00	\$111,375.00	\$114,356.00
		Bi-Wk	\$3,243.45	\$3,359.39	\$3,475.37	\$3,591.42	\$3,707.13	\$3,823.26	\$3,939.32	\$4,047.71	\$4,156.02	\$4,267.25	\$4,381.46
		Daily	\$324.35	\$335.94	\$347.54	\$359.15	\$370.72	\$382.33	\$393.94	\$404.78	\$415.61	\$426.73	\$438.15
		Hourly	\$40.55	\$42.00	\$43.45	\$44.90	\$46.34	\$47.80	\$49.25	\$50.60	\$51.96	\$53.35	\$54.77
FK	34	Annual	\$88,133.00	\$91,234.00	\$94,347.00	\$97,455.00	\$100,563.00	\$103,675.00	\$106,781.00	\$109,716.00	\$112,653.00	\$115,670.00	\$118,768.00
		Bi-Wk	\$3,376.75	\$3,495.56	\$3,614.83	\$3,733.91	\$3,852.99	\$3,972.23	\$4,091.23	\$4,203.68	\$4,316.21	\$4,431.81	\$4,550.50
		Daily	\$337.68	\$349.56	\$361.49	\$373.40	\$385.30	\$397.23	\$409.13	\$420.37	\$431.63	\$443.19	\$455.05
		Hourly	\$42.21	\$43.70	\$45.19	\$46.68	\$48.17	\$49.66	\$51.15	\$52.55	\$53.96	\$55.40	\$56.89
FK	35	Annual	\$91,735.00	\$94,926.00	\$98,110.00	\$101,301.00	\$104,490.00	\$107,675.00	\$110,867.00	\$113,914.00	\$116,965.00	\$120,100.00	\$123,319.00
		Bi-Wk	\$3,514.76	\$3,637.02	\$3,759.01	\$3,881.27	\$4,003.45	\$4,125.48	\$4,247.78	\$4,364.53	\$4,481.42	\$4,601.54	\$4,724.87
		Daily	\$351.48	\$363.71	\$375.91	\$388.13	\$400.35	\$412.55	\$424.78	\$436.46	\$448.15	\$460.16	\$472.49
		Hourly	\$43.94	\$45.47	\$46.99	\$48.52	\$50.05	\$51.57	\$53.10	\$54.56	\$56.02	\$57.52	\$59.07

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	36	Annual	\$95,538.00	\$98,811.00	\$102,080.00	\$105,350.00	\$108,624.00	\$111,892.00	\$115,160.00	\$118,327.00	\$121,493.00	\$124,744.00	\$128,083.00
		Bi-Wk	\$3,660.46	\$3,785.87	\$3,911.12	\$4,036.40	\$4,161.84	\$4,287.05	\$4,412.27	\$4,533.61	\$4,654.91	\$4,779.47	\$4,907.40
		Daily	\$366.05	\$378.59	\$391.12	\$403.64	\$416.19	\$428.71	\$441.23	\$453.37	\$465.50	\$477.95	\$490.74
		Hourly	\$45.76	\$47.33	\$48.89	\$50.46	\$52.03	\$53.59	\$55.16	\$56.68	\$58.19	\$59.75	\$61.35

NP-6 FK 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FK	37	Annual	\$99,203.00	\$102,559.00	\$105,920.00	\$109,282.00	\$112,645.00	\$116,005.00	\$119,363.00	\$122,645.00	\$125,926.00	\$129,295.00	\$132,755.00
		Bi-Wk	\$3,800.89	\$3,929.47	\$4,058.24	\$4,187.05	\$4,315.91	\$4,444.64	\$4,573.30	\$4,699.05	\$4,824.76	\$4,953.84	\$5,086.40
		Daily	\$380.09	\$392.95	\$405.83	\$418.71	\$431.60	\$444.47	\$457.33	\$469.91	\$482.48	\$495.39	\$508.64
		Hourly	\$47.52	\$49.12	\$50.73	\$52.34	\$53.95	\$55.56	\$57.17	\$58.74	\$60.31	\$61.93	\$63.58
FK	38	Annual	\$103,299.00	\$106,735.00	\$110,178.00	\$113,615.00	\$117,055.00	\$120,491.00	\$123,933.00	\$127,339.00	\$130,748.00	\$134,246.00	\$137,838.00
		Bi-Wk	\$3,957.82	\$4,089.47	\$4,221.38	\$4,353.07	\$4,484.87	\$4,616.52	\$4,748.40	\$4,878.89	\$5,009.51	\$5,143.53	\$5,281.15
		Daily	\$395.79	\$408.95	\$422.14	\$435.31	\$448.49	\$461.66	\$474.84	\$487.89	\$500.96	\$514.36	\$528.12
		Hourly	\$49.48	\$51.12	\$52.77	\$54.42	\$56.07	\$57.71	\$59.36	\$60.99	\$62.62	\$64.30	\$66.02
FK	39	Annual	\$107,594.00	\$111,114.00	\$114,635.00	\$118,164.00	\$121,682.00	\$125,198.00	\$128,724.00	\$132,260.00	\$135,805.00	\$139,445.00	\$143,184.00
		Bi-Wk	\$4,122.38	\$4,257.25	\$4,392.15	\$4,527.36	\$4,662.15	\$4,796.86	\$4,931.96	\$5,067.44	\$5,203.26	\$5,342.73	\$5,485.98
		Daily	\$412.24	\$425.73	\$439.22	\$452.74	\$466.22	\$479.69	\$493.20	\$506.75	\$520.33	\$534.28	\$548.60
		Hourly	\$51.53	\$53.22	\$54.91	\$56.60	\$58.28	\$59.97	\$61.65	\$63.35	\$65.05	\$66.79	\$68.58
FK	40	Annual	\$112,078.00	\$115,672.00	\$119,274.00	\$122,866.00	\$126,462.00	\$130,060.00	\$133,658.00	\$137,331.00	\$141,008.00	\$144,787.00	\$148,668.00
		Bi-Wk	\$4,294.18	\$4,431.88	\$4,569.89	\$4,707.51	\$4,845.29	\$4,983.15	\$5,121.00	\$5,261.73	\$5,402.61	\$5,547.40	\$5,696.10
		Daily	\$429.42	\$443.19	\$456.99	\$470.76	\$484.53	\$498.32	\$512.10	\$526.18	\$540.27	\$554.74	\$569.61
		Hourly	\$53.68	\$55.40	\$57.13	\$58.85	\$60.57	\$62.29	\$64.02	\$65.78	\$67.54	\$69.35	\$71.21
FK	41	Annual	\$116,766.00	\$120,448.00	\$124,131.00	\$127,816.00	\$131,501.00	\$135,181.00	\$138,860.00	\$142,682.00	\$146,500.00	\$150,422.00	\$154,451.00
		Bi-Wk	\$4,473.80	\$4,614.87	\$4,755.98	\$4,897.17	\$5,038.36	\$5,179.35	\$5,320.31	\$5,466.75	\$5,613.03	\$5,763.30	\$5,917.67
		Daily	\$447.38	\$461.49	\$475.60	\$489.72	\$503.84	\$517.94	\$532.04	\$546.68	\$561.31	\$576.33	\$591.77
		Hourly	\$55.93	\$57.69	\$59.45	\$61.22	\$62.98	\$64.75	\$66.51	\$68.34	\$70.17	\$72.05	\$73.98
FK	42	Annual	\$121,631.00	\$125,403.00	\$129,171.00	\$132,923.00	\$136,694.00	\$140,460.00	\$144,228.00	\$148,195.00	\$152,159.00	\$156,231.00	\$160,413.00
		Bi-Wk	\$4,660.20	\$4,804.72	\$4,949.09	\$5,092.84	\$5,237.32	\$5,381.61	\$5,525.98	\$5,677.97	\$5,829.85	\$5,985.87	\$6,146.10
		Daily	\$466.02	\$480.48	\$494.91	\$509.29	\$523.74	\$538.17	\$552.60	\$567.80	\$582.99	\$598.59	\$614.61
		Hourly	\$58.26	\$60.06	\$61.87	\$63.67	\$65.47	\$67.28	\$69.08	\$70.98	\$72.88	\$74.83	\$76.83
FK	43	Annual	\$126,796.00	\$130,637.00	\$134,480.00	\$138,315.00	\$142,162.00	\$145,995.00	\$149,831.00	\$153,956.00	\$158,075.00	\$162,303.00	\$166,646.00
		Bi-Wk	\$4,858.09	\$5,005.25	\$5,152.50	\$5,299.43	\$5,446.82	\$5,593.68	\$5,740.66	\$5,898.70	\$6,056.52	\$6,218.51	\$6,384.91
		Daily	\$485.81	\$500.53	\$515.25	\$529.95	\$544.69	\$559.37	\$574.07	\$589.87	\$605.66	\$621.86	\$638.50
		Hourly	\$60.73	\$62.57	\$64.41	\$66.25	\$68.09	\$69.93	\$71.76	\$73.74	\$75.71	\$77.74	\$79.82